

**GOVERNMENT OF INDIA
SOCIAL JUSTICE AND EMPOWERMENT
LOK SABHA**

STARRED QUESTION NO:62

ANSWERED ON:16.08.2007

JOB RESERVATION FOR SCs/STs IN THE PRIVATE SECTOR

Barad Shri Jashubhai Dhanabhai;Prabhu Shri Suresh Prabhakar

Will the Minister of SOCIAL JUSTICE AND EMPOWERMENT be pleased to state:

(a) whether the Industry leaders made a statement that they were ready to provide employment opportunities to people from Scheduled Castes (SCs) and Scheduled Tribes (STs) but were opposed to mandatory job reservation in the private sector as reported in the 'Hindustan Times' dated July 15,2007;

(b) if so, the response of the Government thereto;

(c) whether the Government has constituted a Coordination Committee for reservation in jobs for SCs and STs in the private sector.

(d) if so, the details of the points discussed in its meetings alongwith the outcome thereof;

(e) whether the Committee has also submitted an interim report in this regard;

(f) if so, the details thereof; and

(g) the further steps taken by the Government to provide job reservation to SCs and STs in the private sector?

Answer

MINISTER OF STATE IN THE MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT (SMT. MEIRA KUMAR)

(a) to (g) A statement is laid on the table of the House.

STATEMENT REFERRED TO IN REPLY TO LOK SABHA STARRED QUESTION NO. 62 FOR 16.8.2007 REGARDING JOB RESERVATION FOR SCs/STs IN THE PRIVATE SECTOR

(a) to (g) In response to the commitment contained in the National Common Minimum Programme to initiate a dialogue with industry and other associations to fulfill the aspirations of the Scheduled Castes and Scheduled Tribes youth, a Group of Ministers was formed. The Group met five times and also held consultations with the representatives of Apex Industry Associations. The Industry Associations are in favour of affirmative action but not in favour of reservation. To carry forward the process of dialogue, a Coordination Committee was constituted. The Committee held two meetings. During the discussion issues such as evolving a Code of Conduct; quantitative targets for capacity building through students scholarship for studies in premier educational institutions within the country and abroad, coaching programmes, entrepreneurship development and training; preparation of data base of SC/ST employees in private sector figured prominently.

The Coordination Committee has not submitted interim report; During the discussion with the Industry Association following points emerged:

- i) Confidence of India Industry (CII) and Associated Chambers of Commerce and Industry of India (ASSOCHAM) have evolved a Code of Conduct of Affirmative Action. Federation of Indian Chambers of Commerce and Industry (FICCI) has also agreed to soon evolve a similar plan of action.
- ii) Industry Associations are willing to intensify their efforts in developing the skill sets and developing entrepreneurial abilities amongst SC/ST persons.
- iii) There was a general agreement on positive discrimination in employment in favour of SC/ST persons i.e. other things being equal SC/ST persons will be given preference.
- iv) Industry Chambers are agreeable to reporting of data on SC/ST employment
- v) Ombudsman will be appointed by Industry Associations to monitor the compliance with the voluntary Code of Conduct.